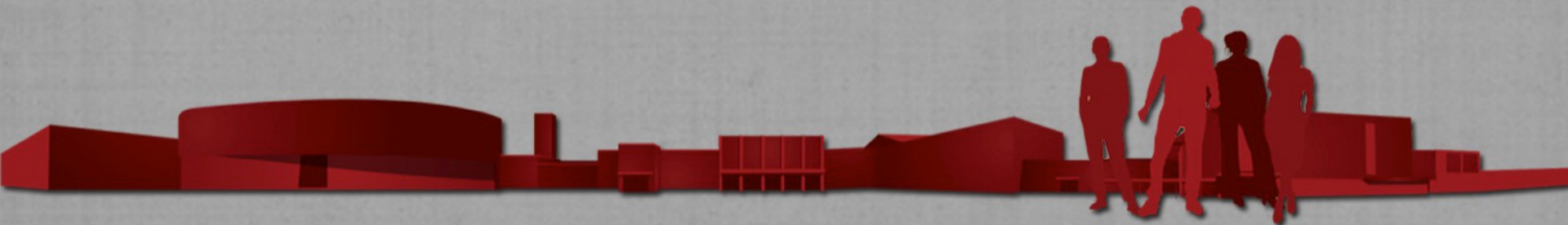


# **BOARD OF EDUCATION MEETING**

**October 13, 2021**

**Serving All or Portions of the Following Communities:**

Blue Island \* Burnham \* Calumet City \* Dixmoor \* Dolton \* East Hazel Crest \* Harvey \* Hazel Crest \*  
Lansing \* Markham \* Phoenix \* Posen \* Riverdale \* South Holland \* Thornton



# **Open Session**

**OPEN SESSION** - Call to Order. Tonight's meeting is being streamed live via videoconferencing on WebEx and is video recorded. The Board President declares that an in-person meeting is not practical or prudent because of the current Disaster Proclamation issued by the Governor. Physical presence for the meeting is not feasible due to the disaster.

# **Roll Call**

# **Pledge of Allegiance**





# **Committee of the Whole**

- *Report from Curriculum Committee*
- *Report from Finance Committee*
- *Report from Policy Committee*
- *Report from Discipline Committee*
- *Report from Facilities Committee*

# **Consent Agenda**

- *Approval of Minutes: Regular Meeting and Executive Session dated September 8, 2021*
- *Approval of District 205 Bills: Dated September 9, 2021, through October 13, 2021*
- *Personnel: Approval of Resignations, Leave of Absence, New Hires & Terminations dated October 13, 2021*
- *Ratifications - Approval of Overnight and/or Out-of-State fieldtrips: Thornton Township High School Varsity Football Out-of-State Trip to Richwood High School, Peoria, Illinois, October 1, 2021*

# **Public Participation**

*We now open the Public Participation section of our agenda. In addition, if comments are of a critical nature about specific people, the Board requests that comments are presented during the personnel portion of the “executive session.”*

*The Board will accept comments via email statements to be read at the meeting. Public comments were emailed to [hill.laura@district205.net](mailto:hill.laura@district205.net).*

# **Public Hearing**

- Public Hearing for the D205 eLearning Plan - *Mr. Fickes*

# E-LEARNING PROGRAM



Adopting a Plan to Keep Our Students Learning  
During Times of Severe Weather or Emergency  
School Closings



# PUBLIC HEARING

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October 13, 2021

6:30 p.m.

Board of Education will  
hold a public hearing on  
its plans to implement the  
e-learning program



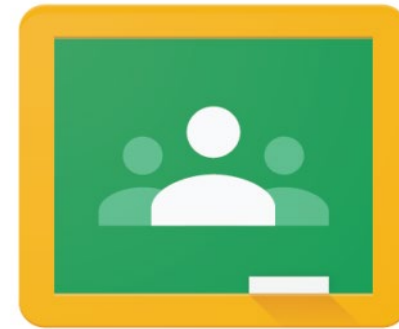
# Proposed Program

vetted by the South Cook Intermediate  
Service Center (Regional Office of  
Education)



## AN E-LEARNING DAY

- students and staff will not be required to travel to school
- students will complete classwork and receive instruction electronically via the Google Classroom platform,
- students will use their district-provided Chromebook or other electronic devices



Google Classroom







## E-LEARNING ATTEMPTS TO

- address and meet the specific needs of all students
  - special education students
  - English language learners





# E-LEARNING PROGRAM

strives to ensure all State  
requirements are being met by  
using the Google Classroom  
platform



Google Classroom





# E-LEARNING PROGRAM

A breakdown of how  
an e-learning day  
would work





# HOW IT WORKS

5. Each student participating in an e-learning day will receive at least 5 clock hours of instruction or schoolwork
4. Teachers will make themselves virtually available to students via email, the Google Classroom platform and/or any comparable means of virtual communication
3. Asynchronous assignments will be promptly posted in the Google Classroom platform
2. Teachers will provide asynchronous instruction through Google Classroom during all e-learning days
1. Families will be notified through phone calls, emails, and website/social media announcements when an e-learning day will be used



# POTENTIAL TECHNICAL ISSUES

Due to possible technology or internet issues at home (including lack of access due to inclement weather), students will have an opportunity for up to 3 school days after school resumes in-person to submit their e-learning assignments



# ABSENT

Students will be marked absent in PowerSchool by their teachers if they do not timely complete their e-learning assignments

[illegible]

# **Freedom Of Information Act**

- Dr. Doss

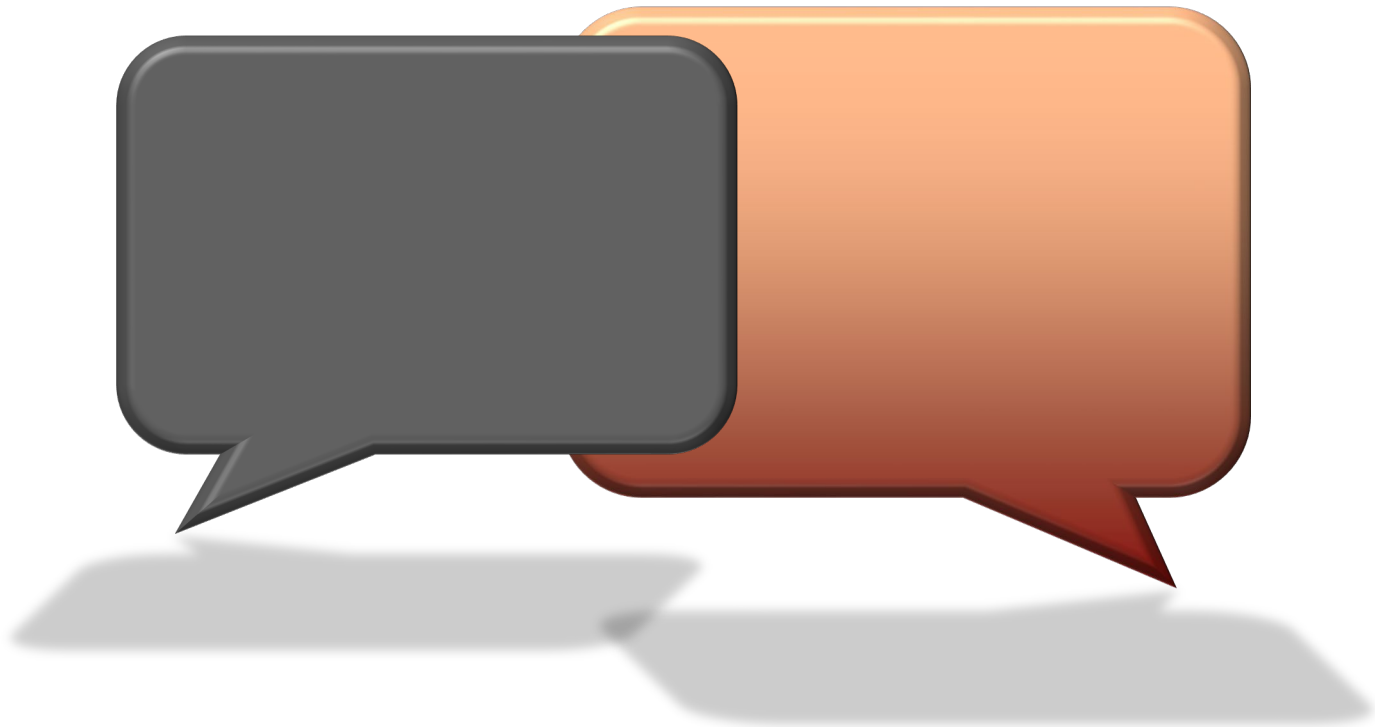
**FOIA**





# **Communications**

- Dr. King



# HOMECOMING SPRIT WEEK



Falcon Frontier





# HOMECOMING WEEK



Students were getting excited to celebrate Homecoming! Art club certainly showed their school spirit!



Falcon Frontier





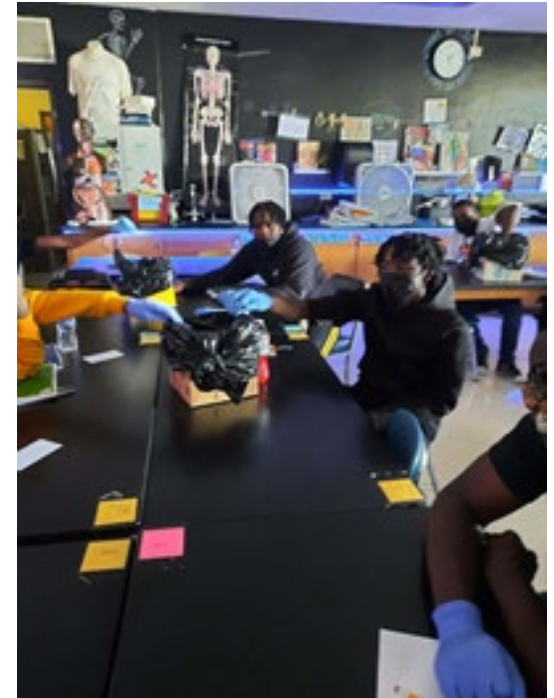
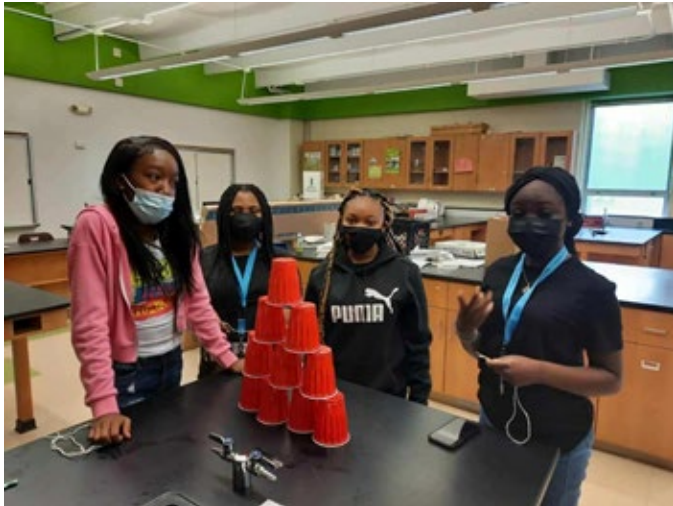
# HOMECOMING WEEK



Falcon Frontier



# LOT'S OF LEARNING GOING ON AT TR



Falcon Frontier





# SOCIAL STUDIES STUDENTS PARTICIPATE IN AN ARCHEOLOGICAL DIG, ILE ART CLASSES WORK OUTSIDE THE BOX TO CREATE UNIQUE PIECES OF ART!



# THE FRESHMEN VOLLEYBALL TEAM TOOK 3RD PLACE IN THE "FIRST SERVE" TOURNAMENT



Wildcat Country





# VARSITY BOYS' SOCCER TEAM CELEBRATING THE PEPSICO CHAMPIONSHIP

Thornton 3  
Rauner 1



Wildcat Country





# PRINCIPAL WHITAKER CELEBRATE MS. FRANCO'S 11TH PERIOD CLASS WITH AN OUTDOOR PIZZA PARTY!



Wildcat Country





# WILDCATS PARTICIPATE IN DOOR DECORATING CONTEST DURING "SPIRIT WEEK"



# THORNWOOD HIGH SCHOOL

## GOOD NEWS STORIES



Thunderbird Nation



# THORNWOOD MARCHING THUNDERBIRDS TAKE 2ND AT CIRCLE CITY CLASSIC

- The Thornwood Marching Thunderbirds traveled to Indianapolis Indiana on Saturday September 25th for the Annual Circle City Classic Parade Competition.
- Our Thunderbirds placed 2nd. They also had a brief band battle at the end of the parade with Central HS of Louisville, Kentucky.
- Students and parents had a great time. Thank you for your support.

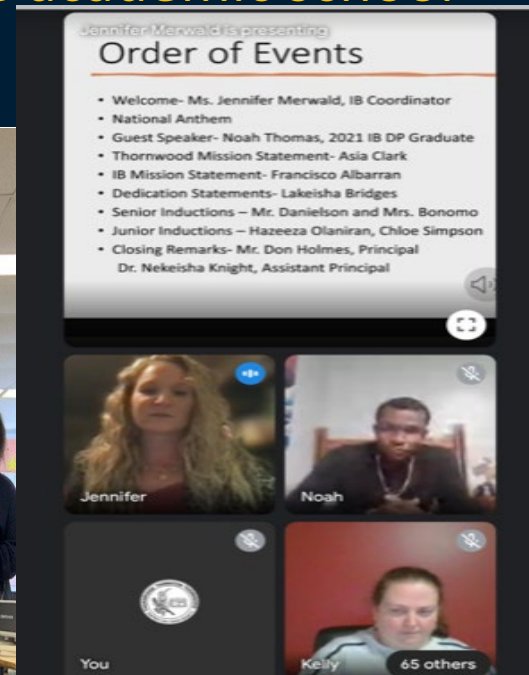


Thunderbird Nation



## VIRTUAL IB INDUCTION CEREMONY

- The TW IB Virtual Induction Ceremony occurred on September 28th hosted by Jennifer Merwald, the IB DP Coordinator.
- We successfully inducted 45 seniors and 39 juniors into the IB TW Program. The event was attended by all the IB students, their parents and families, member of the Board of Education, Dr. Cunningham, Mr. Brett Fickes, TW Administration and TW IB teachers and counselors.
- It was a great success and a wonderful start to the academic school year for our IB students and community.



## VIRTUAL NHS INDUCTION CEREMONY

- This year the Thornwood NHS inducted 31 new members on Thursday, September 29th in our second virtual induction.
- The organization is student- led and therefore the NHS student officers run the induction ceremony and write their own speeches to present information and examples demonstrating the four pillars.
- Our new members will join the existing 34 Seniors who were inducted last year. This group of inductees are unique in that they have been able to maintain their academic and extracurricular responsibilities during the last school year while remote, showcasing their resilience and determination.
- They will certainly go far and make Thornwood proud in their future endeavors.
- **LINK: [Thornwood High School Virtual NHS Induction Ceremony 21-22](#)**



# TW'S ELIJAH MUHICH IS NAMED A COMMENDED STUDENT IN THE 2022 NATIONAL MERIT SCHOLARSHIP PROGRAM



- TW Senior Elijah Muhich, was recognized for the exceptional academic promise demonstrated by his outstanding performance on the qualifying test used for the National Merit Scholarship Program entry.
- Elijah will receive a Letter of Commendation as notification of this National Merit Scholarship Program Honor.



Thunderbird Nation





When visiting OA, please stop by to see our new display on the 3rd floor. Teachers and staff leave inspirational post-its on the board and students can grab as many as they want/need. If you would like to add to our board, please email your inspirational message to [fortier.patricia@district205.net](mailto:fortier.patricia@district205.net).



# Outlook Academy





# OA Web Page

Thank-you to Mary Ann Thornton and her team for helping OA to update our web page. The OA Web Page can be found on the district page under "Programs" or by visiting:

[www.district205.net/domain/315](http://www.district205.net/domain/315)

Outlook Academy



# **Unfinished Business**

- *None*

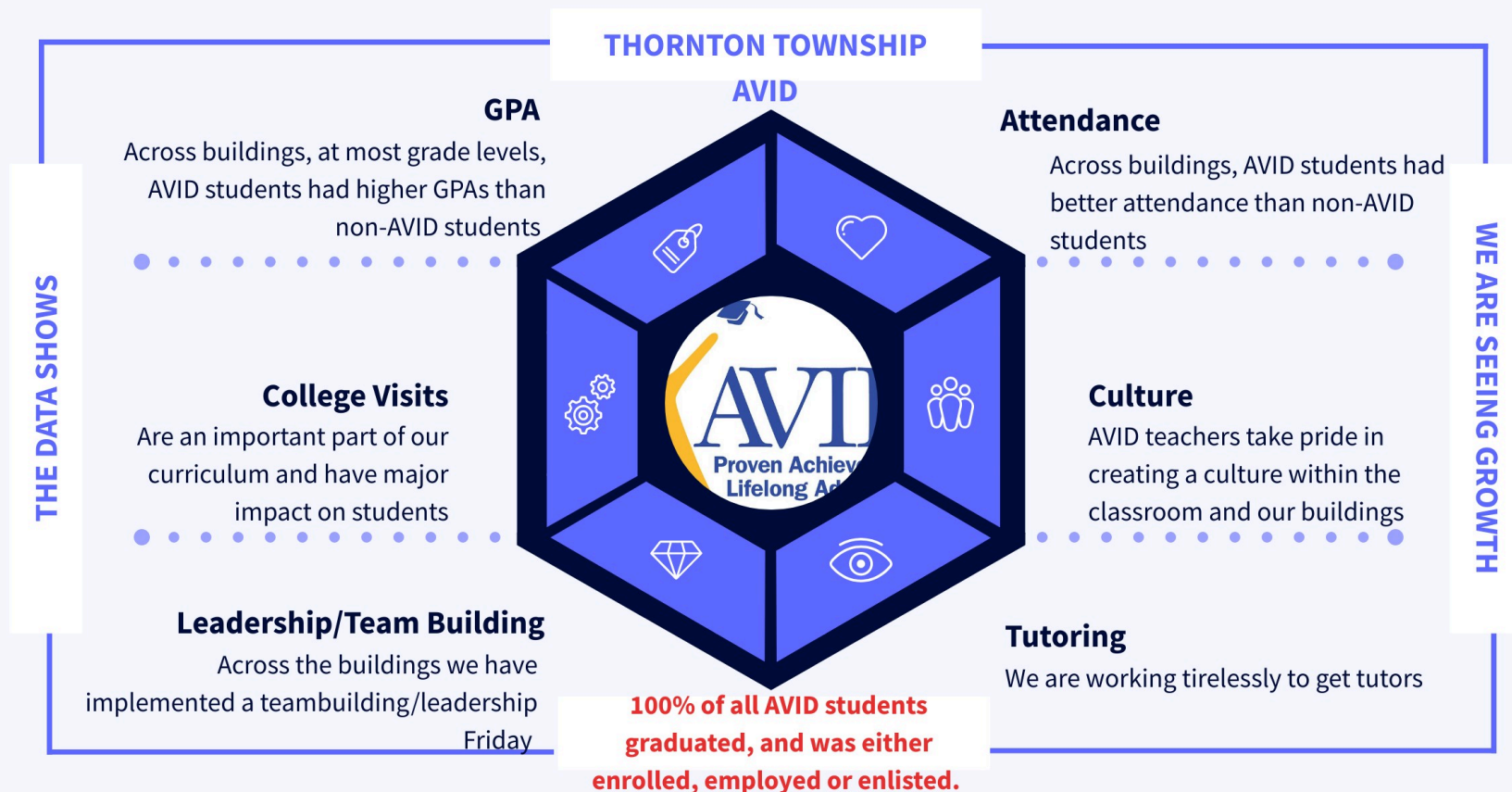
# **New Business**

A. *Student Presentation(s): D205 AVID Program - **Mr. Fickes***



# DISTRICT 205 AVID

## AVID ACROSS THE DISTRICT



<https://view.genial.ly/61511a4a083d7f0d23ca06c1/interactive-content-avid-across-the-district>



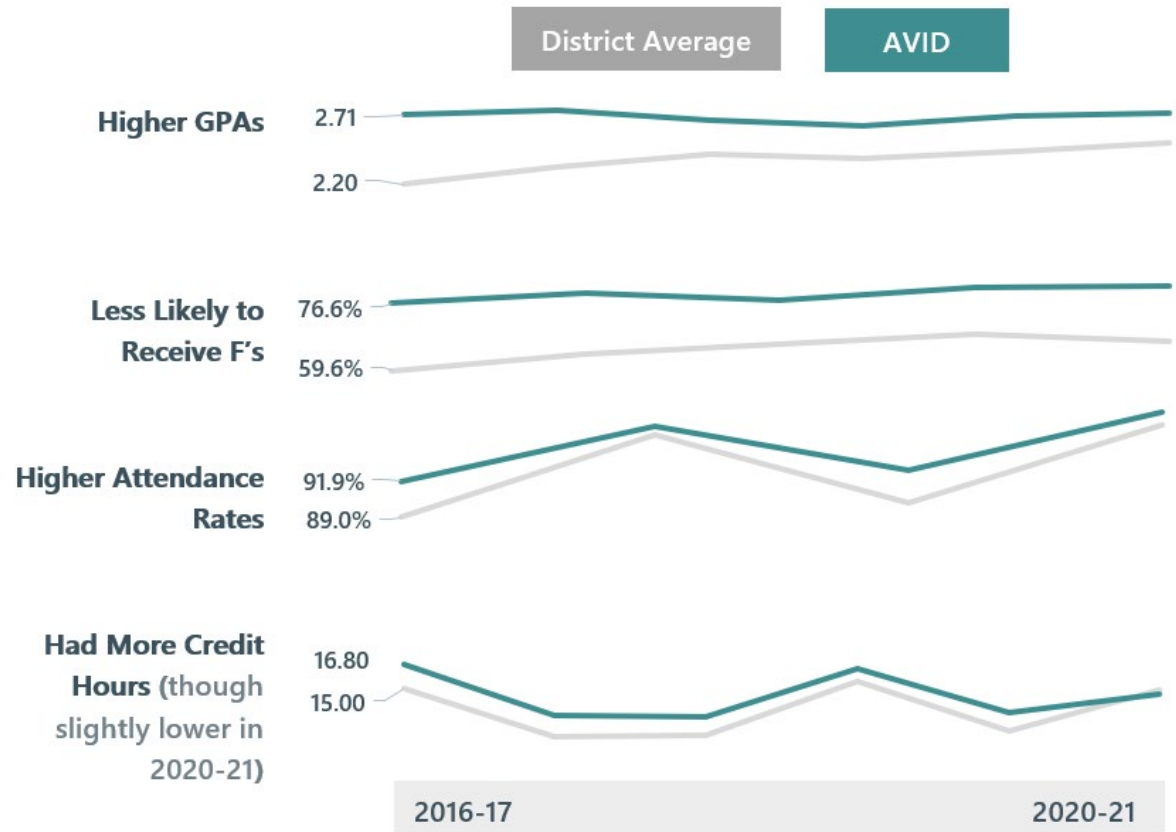
# Thornton Township High School District 205

## **AVID Program Impact and Recommendations**

*October 2021 Board Meeting*

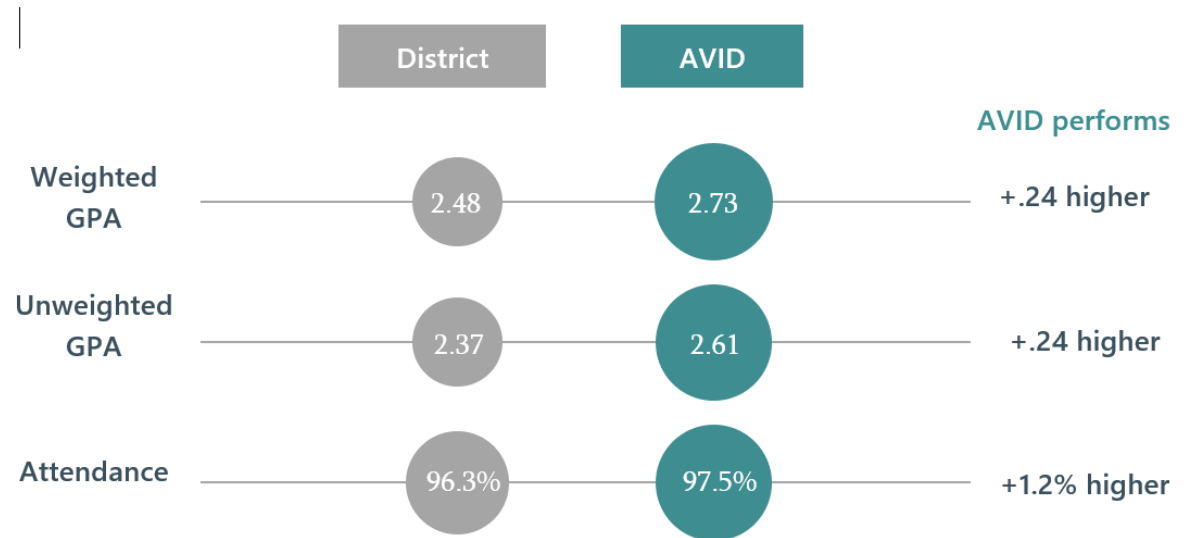
## Historical Analysis

Across 5 years of data, AVID students consistently outperform the district student body in GPA, attendance, no Fs and credit hours.



## Impact of COVID-19

Throughout the 2020-21 remote learning year due to COVID-19, AVID students perform better than their comparison peers in weighted GPA, unweighted GPA, and attendance

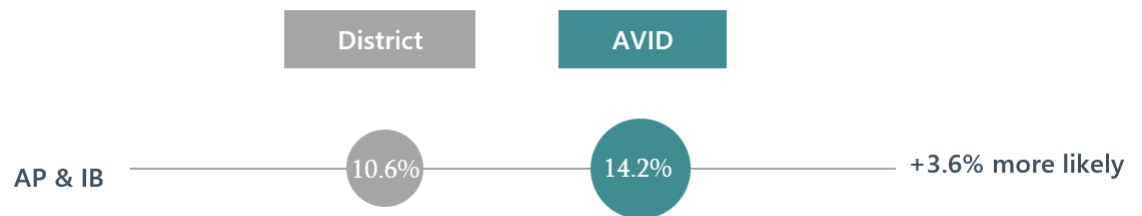


During the pandemic year, teachers expressed that implementation of the AVID curriculum was simply hard. They were not able to build community and engage in collaborative activities (as they traditionally did), which are very important components of the AVID program. Also, across schools, the tutoring component of the program suffered as it has been difficult to retain tutors.

Despite, these barriers, AVID students still faired better than non-AVID students, which demonstrates the foundational strength of the program for students in District 205.

## AP and IB

AVID students are +3.2% more likely to take AP/IB courses than the district as a whole, and +3.6% more likely when compared to their non-AVID peers



While data revealed that AVID students are more likely to enroll in AP and IB courses, some schools expressed challenges regarding competition for students between the programs (AVID, AP, and IB). For example, some students opted to not continue with the AVID Elective course in order to make more room for AP or IB courses on their schedules

Also, teachers mentioned occurrences of incorrect messaging, where students were told that it was not possible to be in AVID and IB/AP courses. Students were also told they were “too smart” for AVID, which is a misconception about the purpose of AVID and the type of students that AVID targets.





# AVID Program Strengths

## AVID Prepares Students for Post-Secondary Success

**AVID supports students in their post-secondary envisioning and planning. AVID students are exposed to college and post-secondary planning earlier than their non-AVID peers. They are encouraged to think about college and beyond as Freshmen. Being exposed to various college-readiness components prepares them and sets them up for success once they are seniors.**

*"The AVID Elective class does a great job in preparing and making students stronger in all their other classes and getting them ready for outside experiences and outside world."*

*"A few of my students earned full-ride scholarships and they emailed me (we stay connected) how well they are doing and how happy they were to be in the program. So, those stories are the things that motivate me to stay in the program."*

# AVID Program Strengths

## AVID Program Tutors

**On Tuesdays and Thursdays, students engage in tutorials. This is when AVID students, typically guided by a hired college tutor, work through class material that they need more help in. Furthermore, these sessions are also times where students ask their college tutors about their college experiences. They can workshop college-related situations and expand their ideas of post-secondary planning with the help of current college students.**

*"I love our AVID tutors. I think [tutorials] are one of the things that make AVID work well. It's a new face in the classroom. Tutors are able to share their current college experiences and affirm what teachers are teaching and practicing in the classroom."*

*"College students mentoring AVID students is cool to watch. It's cool to watch this relationship build. Students get to ask relevant college questions that the tutors can answer based on their current experiences. Teachers can't always answer questions that tutors can."*





# AVID Program Strengths

## AVID Provides Exposure to New Experiences for Students

Students expressed how AVID has exposed them to experiences that they would not have experienced if they were not in AVID. Pre-pandemic AVID students revered college visits as one of their favorite parts of the program and expressed that they would in fact like to have more college visits. AVID students also engage in service projects, which makes them feel they can make a difference in the world.

*"Most of the places AVID has taken me I would never have known. A pizza place....I had the best time of my life! Talking to the teacher, talking to strangers, I had the most fun."*

*"The service thing, I had fun doing it, knowing that I helped people in the process made me feel good."*

- *The student indicated that service project consisted of feeding the homeless, packing food bags, and bonding with AVID teachers and students.*

## When asked which aspects of AVID are most helpful, students expressed that:

*"AVID prepares you for college and for life outside of high school. Think of the whole college part and that it prepares you for it...apply for schools and for financial aid, especially in senior year. Find schools, find financial aid, the teacher getting us prepared for that." (AVID Senior)*

*"Binder check keeps us on our toes. In the beginning you set up first with the dividers by subject. And throughout the year you keep it set up." (AVID Junior)*

*"AVID helped me get better at talking to folks. At first, I was really quiet and now I'm more outgoing and can talk to people." (AVID Sophomore)*

## When asked how AVID has changed their perspective of school and academics:

*"I was thinking I have to go to college. AVID showed me, even though its college bound, that it is a choice. You can do training or anything else. Even though I want to go to college, I know I have choice." (AVID Senior)*

*"Before HS I wanted to go to college, but I thought I can do whatever I want during HS. But with AVID I realized that my freshman year really matters I can't be halting. The GPA I have now is setting the ball rolling" (AVID Junior)*

*AVID teachers are very truthful. People have a standard that you're supposed to finish college with a career...but sometimes you can take a gap year and come back and go to college.*

# Thornridge AVID Staff Feedback Highlights



**AVID students receive wholistic support that adequately prepares them for success in senior year and beyond.**

*"AVID changes lives. It may seem like just another high school elective class. But it is a transformative process [and program]. It changes the course of their future."*

*"I think this [AVID] is the only embedded program in the school day that really works."*

*"AVID seniors are well-prepared. They do the FAFSA in class. They understand how to navigate college applications and graduation requirements. They understand how credits work. They have a good post-high school plan in place. They are prepared for the next stop." (AVID Elective Teacher)*

# Thornridge AVID Staff Feedback Highlights



## AVID facilitates a family-oriented and success culture.

*"At the student level, AVID gives students hope and purpose. It facilitates an environment where students grow in this purpose and are encouraged of to think of their future; that their horizons are much brighter than what they originally thought"*

*"It's a culture that we create among the group of AVID teachers and students. It is a family group, and I know this could be so cliché and overused, but you do feel it."*

*"The students that I have graduated from the AVID program [are students that] I still stay connected with and keep tabs on what they are doing. I feel like this is the most important aspect of AVID. We are here for them, but they are here for each other. This is the most positive thing about the program...not just the skills we teach the students but the relationships they are able to build and allow them to grow to be the best students they can be."*

# Thornridge AVID Staff Feedback Highlights



## AVID leadership and teachers are critical components of its success in Thornridge.

*"The AVID team has a close, tight-knit relationship. This is just as important as building good relationships with the students. Here, we have strong members that are willing to do the collective work and help each other out...high quality teachers."*

*"[Our AVID Coordinator]...She lives, breathes, and bleeds AVID. She is relentless and does not give up on trying to make the program better. She holds us accountable and challenges us to set goals for our students. [Our AVID Coordinator] is a strong leading factor and her leadership trickles down. The students buy into it, as they should. [If] we believe in [AVID], they believe in it."*



# Thornton AVID Staff Feedback Highlights



**AVID teachers are excited for the opportunity to make a difference in the lives of their students.**

*"What attracted me to AVID was having the opportunity to engage and interact with students who were on the bubble of deciding whether or not post secondary education was for them. And for many, the how to get there is a big issue. Making the connections of the importance of their grades and organizational skills, and how to ask questions or seek help. Those are things I think AVID pays a lot of attention to that are important to most of our students being successful, and definitely going on to post secondary education."*

*"I would love to see the students I've taught to get to that college point ...to graduate. So, I haven't seen that yet, but I will like that moment...I've had wonderful moments within class, you know, the aha moment when they get it or just to hear their laughter and have fun with my class."*

# Thornton AVID Staff Feedback Highlights



**AVID strongly supports development of organizational and writing skills for students, which are keys for college-bound success.**

*"They don't see the long run at first, but notetaking is everything. At first, they think, what's the point, but then they realize when they use it in other classes, how helpful it is to retain that information. )*

*"And for me to be a math teacher, a lot of writing. They do, because they write like they text has Writing has become an important emphasis for me. The writing strategies, I use quite frequently, and anything that they do, they must present. ...presenting what they write, they stand up and they have to present a point of view, or their opinion or have debates that they love."*

# Thornton AVID Staff Feedback Highlights



## AVID promotes an accountability for students through strategies such as Grade Talks.

*"Not sure what strategy works best, but whatever strategy you use for them to know that they are being held accountable...I know one of the things they love is 'Grade Talks'. And even if they don't love them, they appreciate them. When we talk with them one-on-one about every class and when they are clear on the fact that we are here to help them with every aspect, they seem to work harder, they seem to push harder, and they can they can connect it more to this is going to affect college."*

*"I think the consistency of using the strategies in class [contribute to the success of AVID students]... And also, Grade Talks. We have a little bit more time in AVID Elective class to spend the time with them to check in on what they are doing in other classes, to get those grades up, and to , you know say, 'oh, what's going on in this class.' I try to do Grade Talks weekly to make them focus on all their grades."*

# Thornwood AVID Staff Feedback Highlights



**AVID program supports students in developing a plan and setting goals for post-secondary options.**

*"[AVID] helps them to begin to set goals and know what it will take to get there [to their post-secondary option]. Primary function is to guide and encourage them along the way."*

*"They are given skills they can use in all their classes to create a structure. Also hearing about colleges and careers post high school from someone other than a counselor. [They ask questions like] "What does that process look like? What should I be doing now? When should I fill out applications? How do I get help with essays? Majority of classes are so content focused that they don't get to ask those questions."*



# Thornwood AVID Staff Feedback Highlights



## AVID provides strategies that help students effectively reflect upon their learning.

*"...my students had to do a narrative blog. In that narrative blog they had to write about something they were learning in one of their classes that they believe is useful to their real world to their life...All my kids did it [the assignment], and they all had varying answers...but they all were able to talk about how something they were learning in their other classes and how it is helpful for them in their real world and in their life. As a teacher. I thought that was cool, because I got to see my students thinking about or reflecting upon what they're learning, which is a quantum learning strategy. It's an AVID strategy too, that reflective piece. I thought that it would be great to take snippets, and share with the staff, because it might build our morale a little. They may think 'oh, the kids really are listening they really are learning. They really are thinking about what they're doing, and they're applying it to their life.' That made me happy."*

# Thornwood AVID Staff Feedback Highlights



## AVID strategies help support students across content areas and courses.

*"Our students spend a lot of time reading and writing in the classroom, so that they get to their other classes, they're able to apply those skills."*

*"The collaboration and critical thinking...Students really lack critical thinking skills, and it is helpful for them to work together to figure things out to try to better understand the world."*

*"Students in AVID have a point of reference. "They are given skills they can use in all their classes to create a structure."*

# **New Business**

B. *Presentation: Faculty Association – Mr. Bearden*

# **New Business**

- C. *Recommended Approval of the D205 eLearning Plan –  
Mr. Fickes*



# **New Business**

- D. *Recommended Approval of Approval of the AVID Students Overnight Fieldtrip to Southern Illinois University-Carbondale, Illinois, October 22-23, 2021 – **Mr. Fickes***

# **New Business**

- E. *Recommended Approval of Thornton Township High School Stage Rigging – **Mr. Horton***

# **Superintendent's Report**

# **Executive Session**

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- Closed session pursuant to Section 2(c) of the Open Meetings Act to consider:
  - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
  - Student discipline;
  - Collective negotiating matters, and
  - Pending, probable or imminent litigation.

# **Reconvene Open Session**



# **Action Items Following** **Executive Session**

- A. Possible Action Concerning Extra Experience Credit for Teacher
- B. Possible Action Concerning Termination of Staff Member
- C. Possible Action Concerning Approval of Teacher Grievance Decision
- D. Possible Action Concerning Discipline of Administrator

# **Adjournment**

## **NEXT MEETING**

November 10, 2021

6:30pm

Thornridge High School